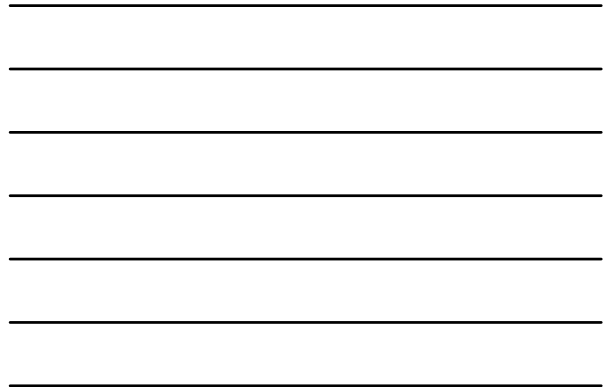




# Reinvention: The Other Side of Uncertainty

*Module 3. The Truth of Reinvention:  
Turning Challenges into Opportunities*



# Reinvention: The Other Side of Uncertainty

Perseverance and persistence.

When you are dropped into an environment that challenges your stability and reality, there is no quitting. The only forces you can count on are your spirit, character and experience.

That's the great lesson that earns your place in the world.

**Sebastian Copeland**  
*Author, Explorer, Photographer*

**MHN**  
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[illegible]

## Turn Challenges into Opportunities

Start a Reinvention Notebook

- Goals
- Desires
- Actions
- Ideas



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## What's Next: Preparation

- Maintain and utilize attitudes of resilience- learn from the past and create a picture of what you want the future to look like.
- Accept change as a natural condition of living.
- There is no finish line. Transitions are a critical element of growth and development.
- Reinvent yourself. Develop new skills, interests, hobbies, networking groups and friends.



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## Perseverance and Persistence

- Unwanted change can be paralyzing
- We liked the way things were, or maybe we were used to them
- Change and transition mean a shifting from comfort to being back on a learning curve
- Change can produce fear and procrastination
- Perseverance provides us the strength to move forward afraid or not



*If we waited to initiate the tasks of reinvention until we "felt like it",  
nothing would ever get done.  
DKB*

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## 10 Tools of Reinvention

1. Discover new interests
2. Accept current and future state
3. Explore likes and dislikes
4. Create an action plan
5. Identify your defining moment
6. Communicate your needs clearly
7. Be realistic in goal setting
8. Network effectively with groups and individuals
9. Get into action – "Do it anyway"
10. Celebrate successes



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## Actions of Empowerment and Reinvention

- Utilize the power of the body
- Actions include:
  - Exercise
  - Eat a healthy diet
  - Get plenty of sleep
  - Active relaxation



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## Harness the Power of the Mind

- Proactively approach events
- Actions include:
  - Maintain a positive and hopeful outlook
  - Engage in activities that expand the mind
  - Develop strong emotional conditioning by exploring and sharing emotions
  - Read books and periodicals written by those who have reinvented themselves
  - Keep a journal of activities, successes along your reinvention journey



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## Cultivate Social Support

- Stay connected to others in your personal and professional life
- Actions include:
  - Avoid isolation at all costs. People interested in reinvention surround themselves with like minded people.
  - Use meetup.com to develop social support and cultivate new relationships
  - Get out of your own head. When negative arises, take a walk, call a friend.



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### Success Strategies During Uncertainty

- Set clear goals-operate with clarity
- Communicate needs, challenges and struggles to those you trust
- Establish daily rituals for yourself
- Identify resources needed for your reinvention
- Maintain a daily journal of your reinvention activities

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### The Challenges and Opportunities of Transitions

- Challenges:
  - Understanding the impact of ambiguity and uncertainty
  - Enduring rolling changes – the domino effect
  - Developing flexibility and a high tolerance to uncertainty
  - Clarifying new or changing work roles
  - Maintaining morale, trust and positive attitude
  - *What else?*

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### The Challenges and Opportunities of Transitions (cont)

- Opportunities:
  - Enhancing resilience skills for navigating changes
  - Discovering areas for life reinvention
  - Strengthening professional skill sets for managing responses to transitions
  - *What else?*

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## Understanding What You Cannot and Can Control

- What cannot be controlled?
  - Organizational changes
  - Local, state and national economic issues
  - Stock market
  - Housing values
  - Industry solvency
- What can be controlled?
  - Your self
  - Your spending habits/budgeting
  - Your skills and professional development
  - Your responses in relationships
- Focus on what you CAN control...

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## Activity: Moving from Good to Better

See the "My Life" worksheet

- List 3 things that are "Not So Good"
- List 3 things that are "Good"
- Write down one small thing I can do today to make a "Not So Good" thing better
- Write down one small thing I can do today to make a "Good" thing even better
- Write down "5 Daily Habits" that you are willing to do (these need to be healthy or good habits)
- Write down "3 Good Things" that have happened to you today

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## The Changing Organization

- Organizations no longer provide "security":
  - Employment may not be long-term
  - Long-term employment is not a reward for loyalty and good work
- Organizations do provide:
  - Opportunities to use current skills and abilities
  - Opportunities to learn new skills
  - Access to work challenges for employees to increase future employment options

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## Professional Reinvention During Uncertainty

- Assess individual accomplishments, knowledge, skills, abilities, traits and values
- Engage in active career exploration
- Develop action plans



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## Looking Ahead to Module 4

### *Reinvention in Action: Curiosity, Excitement and Exploration*

- Professional Reinvention during Uncertainty
- Identifying Your Knowledge Bases
- Job-Specific and Transferable Skills
- What are Your Accomplishments and Achievements?



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## Remember Your EAP

**Call the EAP**  
**866-EAP-4SOC**  
**(866) 327-4762**

TDD for persons with hearing loss or deafness **1-800-327-0801**



Translation service in 140 languages

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## Resources

- CDCR Office of Employee Wellness  
855-897-9822
- Your local Peer Support Team
- CDCR Layoff Resources website:  
<http://www.cdcr.ca.gov/layoffresources/Index.html>
- EAP
- Other



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